Welcome Tyler Whitmire, ONA Labor Representative

The Oregon Nurses Association’s (ONA) labor representatives covering PeaceHealth are pleased to welcome Tyler Whitmire to our team. Tyler is very excited to be joining ONA to help nurses. He has spent the majority of his career fighting for better working conditions and livable wages. Tyler helped manage political campaigns on behalf of the AFL-CIO, American Federation of Teachers (AFT), Service Employee International Union (SEIU) and many of the trade unions. He worked with over 30 individual candidates and ten initiatives across six states. Following those campaigns, he was a lobbyist for the Oregon School Employees Association (OSA)/AFT for one session before becoming an OSEA field representative, a position he held for over seven years. One of Tyler’s proudest accomplishments in the past few years has been to bring greater safety into the public education system by getting the Occupational Safety and Health Administration (OSHA) rules rewritten that exempted schools from many safety reporting standards. Tyler holds a Bachelor of Science from Eastern Oregon University in political science, philosophy, and economics and an Executive Master of Public Administration from Portland State University.

Executive Committee Vacancy Filled

Stacey Wetherell, charge nurse on oncology, has been appointed to fill the executive committee vacancy left by the departure of Paul VanWaardenburg. Paul has taken a hospice position with Sacred Heart Home Care Services. Stacey has been with Sacred Heart for 11 years and has watched her unit struggle recently. She hopes to use her role on the executive committee to help bring about positive change for nurses on the oncology unit and throughout the hospital.

The executive committee selected Stacey, in part, because her unit has not been directly represented on the executive committee and they felt it was important to bring this unit’s voice to the table.

Joint Workforce Survey

Responses Needed by Dec. 16

Your ONA/SHMC executive committee has issued a joint survey with Sacred Heart nursing leadership designed to help the labor management committee (LMC) better understand the needs and aspirations of nurses at Sacred Heart.

This is the first step in gathering data from

continued on page 2
Joint Workforce Survey  continued from page 1

nursing staff to inform the workforce needs of ONA members, specifically as they relate to shift length. This was agreed to in the new contract under Article 8.4.4 which states, “The Labor Management Committee shall collaboratively develop a work force analysis to inform the committee of the needs and wants of the workforce as it relates to shift lengths.” The LMC will use the results of this initial survey to inform discussions around the preservation of various shift lengths and other related topics.

Please be sure to take the short survey (https://www.surveymonkey.com/r/JointWorkForce) before it closes on Dec. 16. Your feedback is important and will help guide your executive committee members in their efforts to effectively represent members’ interests.

Being Low Censused?

Know Your Contract

ONA has recently received reports from nurses on OHVI5 that staffing was requiring 12-hour nurses who wanted to volunteer to be low censused to agree to come in to work the last four hours of their shift. While some nurses agreed to this, it is not allowed under the collective bargaining agreement. The staffing department does not have the authority to attach conditions to a nurse’s agreement to voluntarily be low censused. This is unfair to nurses who might want to take their turn volunteering for low census but don’t want to agree to coming in for the last four hours of their shift. It also treats 12-hour shift nurses differently from 8-hour shift nurses who have not been asked to do this. The contract treats 8- and 12-hour shift nurses the same as far as volunteering for low census. The Article 14.2 language on low census is very clear and can be reviewed in the contract here (link to Article 14.2.)

Article 14.2.3 “Placement on call during low census” states “Nurses who have been placed on low census in accordance with Section 14.2 may be placed on call by the Medical Center in accordance with Section 9.7 for the first half of their shift. Employees will not be required to remain on-call for the remainder of the shift unless they volunteer.” A nurse who is called in to work under this provision is entitled to time and half pay under Article 9.4.5.

SAVE THE DATE!

ONA Convention and House of Delegates

May 18-19, 2020, Portland, OR

The convention’s theme is "Rising Up Together" and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA's strategic plan including equity and inclusion.

Registration is open at oregonrn.org/events